



Tips for Minimizing Workplace Stress Over the Holidays

The holidays can be a stressful time for people, and that stress can flow over to the workplace. Helping staff cope with stress, or the effects of stress, can be important for the health of a workplace. Instead of coping with the aftermath, why not help employees by making their lives a little easier during the holiday season?

Here are some tips from the [Society for Human Resource Management](#) to help alleviate holiday related stress in the workplace.

- ❄ Schedule holiday events during normal business hours instead of during employees personal time.
- ❄ Remind employees of their Employee Assistance Program.
- ❄ Show appreciation for employees who work during a holiday.
- ❄ Encourage casual dress for holiday parties.
- ❄ Provide healthy holiday food alternatives to all the sweet stuff.
- ❄ Give the quarterly or annual bonus early for holiday shopping.
- ❄ Offer reduced or flexible hours so employees can run errands or take time when they need it for their holiday preparations and celebrations.
- ❄ Allow time for volunteer opportunities during work hours.
- ❄ Provide extra shifts for people to earn holiday money.
- ❄ Give every employee a gift from the company. Holiday dinner food is a great idea if the store is convenient to all.
- ❄ Consider making holidays floating so people can honor their religious and cultural traditions with paid time off. Think of Ramadan, Kwanzaa, Hanukkah and more, yet most organizations offer paid holidays for Christmas and New Year's Day only.
- ❄ Provide any bonuses for attendance or other gifts you might offer in the normal course of events, in currency or cash equivalents such as grocery store gift cards, gift certificates or phone cards.
- ❄ Company sponsored holiday functions should be voluntary so they do not add to stress levels, especially if the function creates more things for people to feel obligated to do.

Ways to help employees control, manage and eliminate holiday stress are endless—and endlessly appreciated. Think of things that would help you and ask your staff for ideas or suggestions that would help them relieve stress.